

February 2006
Employee Newsletter



Arkansas Department of Correction

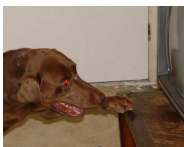
Advocate

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Sniffing out illegal drugs

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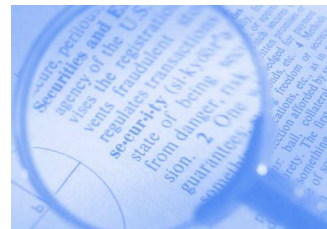
Audits offer chance to take fresh look at ADC units

When people hear the word audit, they may envision a stern-looking Internal Revenue Service agent marching in to scrutinize their financial records.

For the Arkansas Department of Correction, the word audit means looking at security, policy and overall operation of the units.

"It's just another tool to make the agency more effective and efficient in carrying out our mission," said Chief Deputy Director Ray Hobbs.

Institutional security audits are conducted once a year and cover a variety of areas including perimeter security, admission and discharge and food service. Specially-trained staff from various units conduct the audits in



accordance with American Correctional Association guidelines.

"It builds a team concept," Hobbs said. "The more fresh eyes you have, the better. You try to get someone from every discipline." (i.e. kitchen, emergency planning etc.)

A good security audit asks "What if?," Hobbs said.

"You have to practice, be ready and know where you need to improve," he said.

The National Institute of Corrections selected ADC to host "Conducting Prison Security Audits" March 24-28. Some of the objectives of

this special seminar are to: promote the understanding of the importance of security audits in maintaining a secure institution and ensuring public safety; provide hands-on security auditing training and experience to each participant; and broaden participants' understanding of security issues through review of security practices of the host institutions.

In addition, the program provides a comprehensive security audit of the selected institutions for the host agency. It's a plus for NIC and ADC.

The following units will be participating in the audit program at the end of March: JCJ/CF, Tucker Unit and the Maximum Security Unit.

More than 600 in county jail backup at end of February

The number of inmates awaiting transfer to state prison facilities stood at 647 on Feb. 28. There were 367 men and 280 women.

The month began with 605 inmates in county jail backup across the state. By

Feb. 15, the figure had climbed to 624.

At the end of last February, the backlog was 680 inmates — 457 of those were males.

The following chart provides a look at the totals:

ADC Inmates in County Jail Backup:

	<u>February 2005</u>	<u>February 2006</u>
1st	490	605
15th	568	624
28th	680	647

Director's Corner



Larry Norris
ADC Director

I saw it just this morning, on the USA Today website. It was an ad for a career building company and in the middle of this big, colored block was one simple statement. "Jobs without monkeys." Well now, there's an attention getter, jobs without monkeys. Everyone wants that. The line is catchy, and it's part of a huge advertising campaign. This ad actually fits hand in

glove with television commercials that have been airing for a long time.

You've seen them. There is a whole series of spots about a guy who's trying to get some work done but can't because all of his co-workers are monkeys. The monkeys won't stop jumping around and howling, which frustrates the poor guy to the bone. The commercials are pretty funny and their message sticks with you. That's because nobody wants to work with a bunch of apes, unless of course, they're a zoo worker or a circus trainer.

Anyway, the ad made me think about the job openings we have at the Department of Correction. During testimony at the State Capitol, I recently told legislators that we

have more than 500 openings throughout the agencies. Most of them are for entry-level correctional officers. Even though the number is down from a few weeks ago, it's still way too high.

Part of it I understand. Corrections surely isn't for everyone. The work is too demanding and the responsibilities and requirements are just too stout for a lot of folks. But for those who can cut the mustard, it is an outstanding profession. Though not as much as we dream of bringing home, the pay is still respectable. The benefits are good and the opportunities for advancement are outstanding. Employees can sign on as a CO1 or in some other entry-level position, and through hard work and continued education, the sky is the

limit. I am living proof of that. I began my ADC career in 1971 at the Cummins Unit, drawing blood.

Since then, I have worked alongside hundreds and hundreds of people. I'm talking about good, dedicated and honorable people who truly believe in public service. And not a single one of them acted like a monkey. So if you know someone who would match well with the ADC and its mission, please tell them about us and encourage them to apply. This line of work is important to the safety of Arkansas, and you deserve our ranks to be full of the state's very best. And we'll let someone else have the monkeys.

PIECP operating at McPherson; second factory going up at Grimes

Fifteen female inmates are participating in the Prison Industry Enhancement Certification Program (PIE) at the McPherson Unit in Newport.

"We will be able to employ up to 80 females at the McPherson Unit factory," said PIE Program Manager Eddie Holcomb, adding that things are going well.

The program allows inmates to be paid the prevailing wage, with taxes taken out, and they must send money to their dependents. They must also donate to the Crime Victims' Compensation Fund, save some money and pay child support, if applica-

ble.

The PIE program will eventually be available at to the entire Newport Complex.

"The construction has begun at the Grimes Unit," Holcomb said, adding that completion will likely take a year or two.

The number of inmates that the factory employs will depend on the partner.

"I am very pleased with the first program and I would like to say we chose the right unit and the right partner (Actronixs Inc.) to start the program," Holcomb said. He also praised Assistant Warden Maggie Capel and her staff.

"They go out of the way to help us make this program work. I would like to extend my thanks to all McPherson staff for being so helpful in all we do at the unit level," he said. "Also, I would like to thank Actronixs Inc. for being so patient with us and working so well with us."



Above: A factory that will employ male inmates is taking shape at the Grimes Unit.

K-9 teams will compete in manhunt field trials March 20-24 in NLR

K-9 teams from at least seven states are gearing up for the 2006 Southern States Manhunt Field Trials.

Set for March 20-24 at Camp Robinson National Guard Post in North Little Rock, the event is expected to draw teams from Arkansas, Alabama, Florida, Missouri, Mississippi, Louisiana and Oklahoma.

"We're really looking forward to it again," said Maximum Security Unit Warden and SSMFT President David White. "It's an excellent opportunity for people who work with canines to get together and learn from each other."

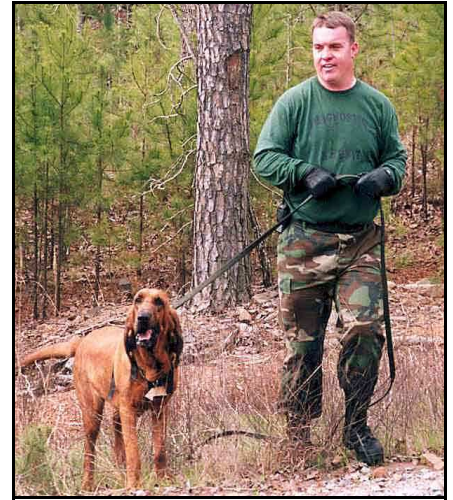
Organizers were initially concerned about the impact that Hurri-

canes Katrina and Rita might have had on teams from Louisiana, Alabama and Florida. White said he's proud that "his brothers weathered the storms."

The field trials give staff from various agencies, including police and corrections, a chance to network and put their K-9 teams to the test.

Dogs and their handlers follow the trails of mock escapees through dense woods to try to catch them in the shortest amount of time. They compete in various divisions including single lease and pack dogs.

The teams also compete to see which one ranks at the top when it comes to sniffing out illegal drugs.



Above: Randy Rauls, now at the Northwest Arkansas Work Release Center, teamed up with dog Belle to represent the Diagnostic Unit during the 2005 field trials.

See related story page 9

Staff members take crash course in Spanish at ACJA conference

Hola, como esta? If you understood those words, give yourself a hand. You can understand some Spanish. (It means Hello, how are you?)

ADC staff members who attended the Arkansas Criminal Justice Association Conference on Feb. 9-10 in Little Rock, got a crash course in Spanish. Staff members learned words and phrases in the language and learned about the culture of some native Spanish-speaking people.

They also earned training hours credit while taking the "Survival Spanish Course for Criminal Justice Professionals."

Those who attended the two-day class were encouraged to continue their learning based on their level of knowledge. For example, beginners might start with language software designed for children. Those who already have a basic understanding might use adult language software. Books are also available specifically

designed for those working in law enforcement. One that was suggested

is "Quick Spanish for Law Enforcement" by David Dees.



Left: Tucker Maximum Security Warden David White, standing, and HR staff members Pam Wilson and Larry Cyr have fun learning at the conference.

Right: MCWR Center Supervisor Joe Porchia and staff members Connie Crow and Vivian Cash give out tickets and door prizes between class sessions.



Left: ADC Internal Affairs staff member Ruth Clark, left, talks with ACJA President Gwen Devin-McLarty as she registers for the conference. ADC Policy Coordinator Carl Dyer, also attended the two-day class.

Stainless steel kitchens: investment in the future



Above and left: Inmates work to install stainless steel in the kitchen at EARU.

Stainless steel is a popular option these days for people thinking about a kitchen remodel. Shiny steel appliances bring attention and style to kitchens in homes. But the material is also a logical choice for the walls of institutions such as prisons and jails.

One of the major benefits of using stainless steel is that it eliminates future painting, thus reducing future maintenance expenses, said Construction and Maintenance Assistant Director David Cruseturner, adding that it enhances the sanitation of the food service areas.

Kitchens at the units have traditionally been painted concrete masonry walls. Cruseturner said steel is expensive but the idea is that it's "like a Fram oil filter—pay me now or pay me later."

The new stainless steel kitchen has been completed at the McPherson and Tucker. EARU's kitchen is nearly complete.

Work is underway to install stainless steel in kitchens at the Cummins Units, Maximum Security Unit, Jefferson County Correctional Jail/Correctional Facility. Grimes, the Pine Bluff Unit and the Diagnostic Unit are next in the lineup.

Cruseturner said he appreciates being able to "put up the money on the front end and reduce future maintenance costs."



Above: Stainless steel shines on the walls of the EARU kitchen.

The power of stainless steel

Stainless steel has a number of beneficial properties including being corrosion and impact resistant and, oftentimes, fire and heat resistant. It's also easy to clean, making it the first choice for strict hygiene conditions, such as hospitals, kitchens and food processing plants.

The bright, easily maintained surface of stainless steel provides a modern and attractive appearance.

When the total life cycle costs are considered, stainless steel is often the least expensive option.

"The tragedy in life doesn't lie in not reaching your goal. The tragedy lies in having no goal to reach."

— Benjamin Mays, minister, educator, scholar, social activist

A learning place: school completed at Ouachita River



A 14-classroom school has been completed at the Ouachita River Unit. According to principal Jason Smith, the school has progressed over the years. It was housed in the visitation area where it competed with the sounds of vending machines and the people using them. Later, classes were moved to a chow hall divided into three class rooms by partitions. Now, Smith says, "Each teacher has a classroom to call their own and school is back in session." A classroom is also now available for staff training.



Above: Training Academy Director Richard Guy teaches a Field Training Officer class in the staff training classroom of the school.



Above: School teachers Channon Newman and Connie Spader take a break from classes.

Left: The interior of the new school.

Work on school system central office addition moves ahead

The framework of a building stands on an area that was covered with dirt a few months ago. Construction of the addition to the Arkansas Correctional School central office is well underway in Pine Bluff.

The 6,000-square-foot structure will house Riverside Vocational Technical School central office staff and provide a large training room and storage space.

The project is expected to be done by April 2006.



Left: Workers use heavy equipment to erect beams during the construction of the correctional school system's central office addition in Pine Bluff.

Right: The school system's central office addition begins to take shape.



"Life is like a parachute jump: you have to get it right the first time."

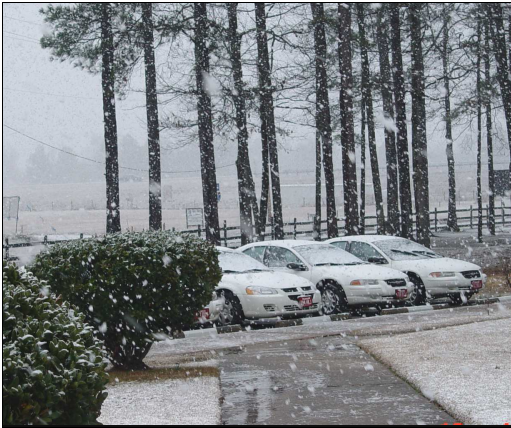
— Margaret Mead, anthropologist



Snow Day



A cold front helped bring snow flurries to Arkansas on Feb. 10. While some areas saw one to two inches of accumulation, the white stuff generally didn't stick around long as it tended to melt as it fell.



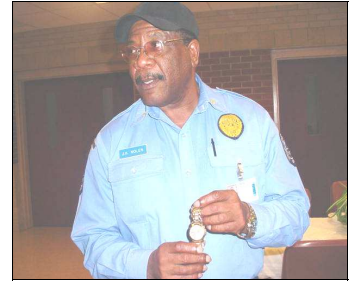
Above: Snow blankets pool cars at Central Office.



Major Nolen retires after 28 years with ADC



Above: Warden John Maples, left, of the Newport Complex presents Major Joe Nolen a plaque from the Grimes Unit staff in appreciation for his dedication to ADC.



Above: Major Joe Nolen shows off the Seiko watch presented to him from the Grimes Unit staff.

Cathey retires after 26 years with the state



Left: Director Larry Norris presents Wanda Cathey, of Accounting, with a plaque for her years of dedicated service.

Right: Cathey, shown with her supervisor Burl Scifres, also received a gift from staff.



Miss. County Work Release Center receives plaque of appreciation

MCWR Center Supervisor Joe Porchia and Lt. Roger Ferrell, in charge of the Regional Maintenance program at the center, received a plaque from the National Wildlife

Refuge system at Big Lake.

The plaque was inscribed, "Thank you for all of your hard work and dedication in supporting the mission of the National Wildlife Refuge Sys-

tem at Big Lake National Refuge."

Refuge Manager Jeremy Bennett said the man hours that the Work Release crew put have paid off. He's heard a lot of good comments about the maintenance from people visiting Big Lake.

Department Briefs

Basic Correctional Officers' Training Class 2006-A began on Jan. 2, 2006, with 23 cadets and 15 graduated on February 10, 2006.

BCOT Class 2006-B began on Jan. 16, 2006, with 27 cadets and 23 graduated on Feb. 24, 2006.

Director Larry Norris recently announced the following promotions: **Capt.**

Dexter Payne of the Tucker Unit to Chief of Security at the Grimes Unit, and **Capt. Ron Gana** of the Maximum Security Unit to Chief of Security at the Delta Regional Unit.

Please congratulate them and support them as they assume their new responsibilities.

Director **Larry Norris** spoke to the Leadership

Springdale group which met at the Little Rock Chamber of Commerce Building on Feb. 9. Leadership Springdale is a program designed to identify, train, and motivate current and emerging leaders.

Pay period 5 (2/12/06-2/25/06 with pay date 3/03/06) was a **'free' pay period** for employees which means paychecks

didn't show deductions for health and USable life insurance.

There are two 'free' pay periods each calendar year. The next one will be for pay period 18 (8/13/06-8/26/06 with pay date of 9/01/06).

The character trait for March is **tolerance**. Look beyond appearances. Look for the best in others and give them room to grow.

★ ★ ★ Employee Spotlight: Joyce Brown

The Pine Bluff native has worked for the state since 1984. She started as a secretary at the warehouse and later worked as an accounting tech. She was eventually promoted to inventory control manager.

“Never believe that you’re better than anyone else but always believe that you’re as good as anyone else.”

Her heart also goes out to children in the community. For the past year, Brown has been a Court Appointed Special Advo-



Joyce Brown,
Inventory control manager
Central Warehouse

Check out one of her recipes in the Recipe Roundup below.

“Our children come from homes where they have suffered physical and sexual abuse and neglect,” Brown explained. “Our mission is to advocate for the best interest of the child; helping them to have safe, permanent homes as quickly as possible.”

Volunteering with the

Recipe Roundup



1/8 tablespoon salt

You must beat this mixture until it whips up light and fluffy

Recipe submitted by Joyce Brown.

Red Ribbon Run Scholarship application deadline: April 3

It's time to consider Red Ribbon Scholarships for graduating seniors.

The scholarships are intended for any employee's child who will be graduating in 2006 from high school in Arkansas.

ADC has also included graduating seniors from areas schools located in Jefferson County: Pine Bluff High School, Dollarway High School, Watson Chapel High School, White Hall High School and Al-

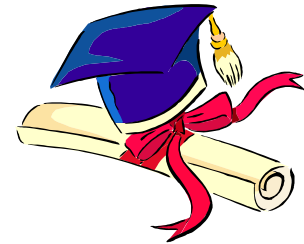
theimer High School.

Applications and scholarship guidelines are now available. Four \$500 scholarships will be given this year. The monies may be used for tuition, books, fees or equipment at an accredited college or university in Arkansas.

The scholarship application must be completed in its entirety and returned by April 3 to the office of Shirley Lowe, Arkansas Department

of Correction, P.O. Box 8707, Pine Bluff, AR 71611.

Contact Lowe at 267-6215 for more information.



Ball & Chain Challenge set for May 15 at Harbor Oaks in PB

The warm days of spring are just around the corner, and that means golf! Organizers are already hard at work on this year's Ball and Chain Challenge. The annual golf tournament sponsored by the employee associations of the Arkansas Departments of Correction and Community Correction, the ADC School District and Arkansas Correctional Industries. Proceeds go to The University of Arkansas at Little Rock Criminal Justice Scholarship and to the Correctional Peace Officers Foundation.

The 2006 tournament is scheduled for May 15 at Harbor Oaks in Pine Bluff. Just like last year, there will be a morning and an afternoon round.

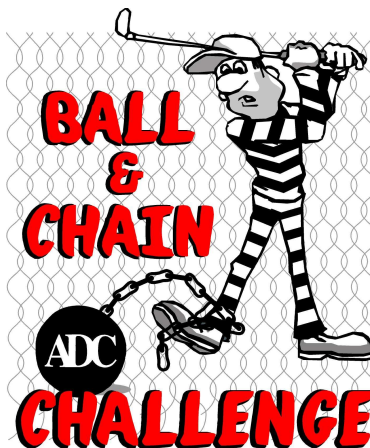
Trophies will be awarded to the top three teams in three flights after each round, plus there will be prizes for long drive and closest to the pin com-

petitions.

If you have played in the tournament before, you know that the Ball & Chain is a guaranteed good time. There will be lots of food, drink and door prizes. This year, the traditional pig roast will be held during lunch. The morning round will eat after playing, and the afternoon round will eat before teeing off. Of course, food and beverages will also be available throughout the day.

Because of the large crowd that's expected, please get your entry form submitted early.

Please remember to mark your calendars and we'll see you May 15 at Harbor Oaks!



Are you ready? CLIP II 2005 deadlines fast approaching

All completed Career Ladder Incentive Program II documents must be in the Central Human Resource Office by 4:30 p.m. on Friday, April 14.

CLIP II documents and forms cannot be accepted after this deadline. Once you meet your deadline, then the CLIP coordinator has a deadline to meet as well.

So, please have your unit human resource manager begin forwarding

CLIP II documents and forms to the CLIP coordinator on April 1.

These forms and documents will include:

- Completion Forms
- Special Certification/Project Forms
- Documentation of 40/60-hour EOMIS Credit Approved Training
- Performance Evaluation

All supervisors with employees of

anniversary dates between April 15 and June 30, 2006 need to complete those employees' performance evaluations early and submit them to Central Human Resources before the April 14 deadline. You must receive a rating of "Above Average" or "Exceeds standards" on your performance evaluation.

Questions? Contact Stephanie Glasscock in the Central Human Resource Office at Admin. East.

ADC's K-9 Narcotic/Tracking Team: On the frontline against contraband & crime

What was once known as ADC's Narcotic Interdiction Team has merged with the Tracking Team to form the K-9 Narcotic/Tracking Team.

Together they work to keep illegal drugs out of the units. These K-9 teams also play a role in finding prison escapees, fugitives from the local law, lost children and older adults, said Lt. Dennis Reap.

"We're happy to have the addition and

we're looking forward to chasing folks down and doing what we need to do," he said of the recent merger.

The team performs unit searches, sets up check points during visitation and assists local law enforcement, Reap said.

The department uses a

variety of specially-trained dog breeds: American Pitt Bull Terrier, German Shepherd, Labrador Retriever and Belgian Malinois.

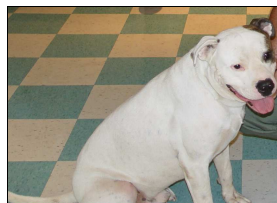
Central Drug Coordinator Sherry Moring said she and the K-9 teams work hand and hand to try to determine who might be trafficking drugs—whether it be visitors, vendors, inmates or staff.

According to AD 92-18, all persons entering, leaving or on unit/center grounds are subject to search at any time. Any individual who knowingly brings or attempts to bring contraband onto the unit/center shall be removed immediately and may be subject to persecution.

See related story, page 3

Far left: Viper, an American Pit Bull Terrier, is among the dogs ADC uses to search for illegal drugs.

Left and inset: Sgt. Robert Reed encourages Scout, a Labrador Retriever, as he searches for drugs during training.



Left: Sgt. James Bennett with Heidi, a Labrador Retriever who is the newest addition to the team.



Above, left to right: Members of the ADC K-9 Narcotics/Tracking Team Lt. Dennis Reap; Sgt. Robert Reed; Sgt. James Bennett and Sgt. Daniel Heflin.

Right: Central Drug Coordinator Sherry Moring with some of the equipment and materials used during drug testing at the units.



Right: Sgt. Daniel Heflin with Torri, a Belgium Malinois.



Left: Lt. Dennis Reap with Henri, a German Shepherd.



Health Matters

Taking care of your teeth & mouth is important at any age



Teeth are meant to last a lifetime. By taking good care of your teeth and gums, you can protect them for years to come.

Tooth decay ruins the enamel that covers and protects your teeth. When you don't take good care of your mouth, bacteria can cling to teeth and form a sticky, colorless film called plaque.

Using a fluoride toothpaste and mouth rinse can help protect your teeth.

Gum diseases (sometimes called periodontal or gingival diseases) are infections that harm the gum and bone that hold teeth in place.

Here's how you can prevent gum disease:

Brush your teeth twice a day.

Floss once a day.

Make regular visits to your dentist for a checkup and cleaning.

Eat a well-balanced diet.

Don't use tobacco products.

Brushing and flossing correctly is a big part of good oral health. Gently brush your teeth on all sides with a soft-bristle brush and fluoride toothpaste. Small round motions and short back-and-forth strokes work best. Brush carefully and gently along the gum line. Lightly brushing your tongue also

helps. Careful flossing will remove plaque and food that a toothbrush can't reach. Rinse after you floss.

Carpenters build career, life together

Dr. Richard Carpenter and his wife Eldean work together at the Maximum Security Unit. Dr. Carpenter practices dentistry and his wife is a dental assistant.

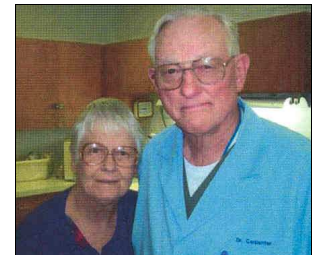
The couple has worked for CMS since 1999. They've been a dental team for 45 of the 55 years they've been married.

The Carpenters say the secret to working together while making a life together is: "First choose the right profession, have mutual respect for each other."

The key to providing inmates with quality dental care involves "treating everyone like a patient and giving the best dental care possible implements positive results."

When they're not working, Dr. Carpenter enjoys gardening and Mrs. Carpenter enjoys cooking.

Information and photo submitted by Sharon Grice



The Carpenters

On the job: new tuberculosis coordinator joins the agency

Charlotte Gardner has been hired as ADC's TB Coordinator.

Gardner previously worked for Correctional Medical Services as a TB/Infection Control nurse at the Diagnostic Unit. Prior to joining ADC, she spent 18 years with CMS and PHP Healthcare.

The Altheimer native is responsible for overseeing the TB/Infection Control nurses. Because of her own background in that

position, Gardner said she understands what goes into getting the job done and she empathizes with them.

"I've been out there so I know how they feel," she said.

Gardner has spent her first weeks on the job visiting various units, asking questions and offering assistance.

"I'm there to help when I go to the units," she said. When you see Gardner out and about, please make her feel welcome.



Above: ADC Medical Services Administrator John Byus, standing at right, introduces TB Coordinator Charlotte Gardner at the February Institutional Staff Meeting held at the Tucker Unit.

So, now you're a sergeant /supervisor: Will you lead or manage?

Submitted by Fred Campbell, Assistant Warden at the Ouachita River Unit.

This is the day you have been waiting for. This is the day you show everybody what a supervisor should be like. You have made it through the interviews. You have passed all the tests. Now it's your time to command. I have one question for you: Are you sure you're ready for this? There is an old saying, "Be careful what you pray for, you might just get it."

The following are Supervisor Six Points that I wish I had known before taking my first supervisor position. They can also be used as a refresher for some of us old heads as well. Read them carefully and take some advice from some great leaders quoted in this article.

Good luck in your new position. Just remember, you lead people and you manage things, which will you do?

1. Everyone doesn't have to like you.

Many new supervisors think they must be liked by everyone. According to General Colin Powell, "Sometimes a leader will make people angry when in pursuit of organization excellence." Powell also said, "Leadership can't be a popularity contest. Trying not to offend anyone or trying to get everyone to like you will set you on the road to mediocrity."

2. Everyone doesn't have to hate you.

Many new supervisors think they must lead by fear: I'm the boss and you are not.

Again, according to General Colin Powell, "Everyone is part of this team. I'm going to fight for you. I'm going to do everything possible to make your job easier. I



Campbell

take care of my people." And, Powell said, "Everyone wants me to reorganize but I'm not reorganizing until I got these folks on my side and believing in my leadership."

3. You must set the example.

How do you look in uniform? Do you meet and exceed the uniform policy?

General George Patton said "a soldier or officer who doesn't follow the uniform dress code will be willing to disobey other codes as well. He could cost you and your men their lives."

Do you follow the policy of ADC?

4. You must be a teacher, a mentor, a coach.

You must show your people how to do things. Don't assume they know. They must be able to ask you a question without feeling stupid. You must motivate your people to want to do a good job.

According to Coach John Wooden, there are six ways to bring out the best in people:

- Keep courtesy and consideration foremost on your mind.
- Try to have fun. Make the workplace enjoyable.
- Control how you react to people.
- Seek opportunities to offer genuine compliments.
- Remember that optimism and enthusiasm are more welcome than pessimism and laziness.
- Laugh with others, not at them.

5. Make sure the routine things are done everyday. Don't get complacent.

Susan True, of the National Federation of State High School Associations,

said "the difference between a top athlete and a good athlete is, the top athlete will do the mundane thing when nobody is looking. The good athlete will let it slide."

What's mundane to you? Sanitation, Security, Movement, Chow?

6. Know the mission

General Norman Schwarzkopf said "a soldier who knows why he is going into battle will follow you into war. A soldier who doesn't will watch you fight."

Know the mission of ADC. It will explain many questions your staff may have—Why they can't do this or why we do that.

Being a sergeant or supervisor is more than saying do this or do that. It is getting other people involved in carrying out the mission of ADC during your shift or your supervisor mission for the day.

It means motivating them and teaching them what to do. It means you must set the example in appearance, attitude and in doing the little things right.

It's about being a coach, taking a group of people from different backgrounds, faiths and desires and at the end of the day saying "We did it". Not, "I did it" or "She did it" but "*We did it.*"

We upheld ADC's mission for another day. My staff went home safe and the inmates are still behind bars safe and secure in a clean and healthy environment.

Andrew Carnegie's tombstone reads: "Here lies a man who knew how to enlist the service of better men than himself."

McPherson Unit recognized by economic development group



The McPherson Unit received an award from the Newport Economic Development Commission for outstanding contributions to the commission and to the community. This is mainly a thank you for the job done by Regional Maintenance. Sgt. Mindy Rodgers, left, supervises the McPherson Regional Maintenance squad. Sgt. Rodgers accepted the award for the McPherson Unit. Field Major J. Hill is also pictured.



Governor's Service Awards January 2006

Retirement:

George Dill — Farm
Judy Bever — Medical/Dental Security
Elma Bolia — North Central Unit

20 Years:

Manva Cawley — East Arkansas Regional Unit
John Heier Jr. — Grimes Unit
Robert Conner. — Jefferson County Jail/
Correctional Facility

10 Years:

Nellie Hughes — Cummins Unit
Wozell Stanley — Varner
Susan Moore — Cummins Unit
Buford Vandeman — Grimes Unit

*Congratulations!
Your years of service are appreciated.*

Arkansas Northeastern College student benefits from internship at MCWRC

Vanessa Johnson, a student at Arkansas Northeastern College, spent a semester as an intern at the Mississippi County Work Release Center. During her internship, Johnson spent time with staff members as they performed their various job assignments.

She learned about security, Work Release, barrack counts, the commissary and more.

Johnson said she really enjoyed her internship.

"All of the officers, the sergeants, the captains and office personnel were so helpful in answering any questions about anything," she said. "The food at the facility was great. Even the inmates showed me much respect."

Johnson said Supervisor Porchia is very proficient at what he does.

"He understands that they are working with inmates that have the minds of criminals and at the same time, he doesn't house the inmates like



Above: Vanessa Johnson, an ANC intern and MCWRC Supervisor Joe Porchia.

caged animals," she said. "From the experience that I've had at the ADC facility, I wouldn't even think twice if I was offered a position at the unit."

Now that her internship is over, Johnson said she will miss the staff at MCWRC and she looks forward to beginning a career in criminal justice. In a letter to Supervisor Porchia, the director of ANC Criminal Justice Program T.M. Bragg wrote that he really appreciates "the assistance and insight into the correctional process that you and your staff gave her."

Welcome aboard



Above: Newport Complex Warden John Maples, left, introduces Assistant Warden Darryl Golden to Grimes Unit staff.

ADC Promotions and New Hires — January

Promotions

1/01/06	Dora Woods	Building Sergeant – Tucker
1/01/06	Michael Adair	Captain – Tucker
1/03/06	George Lambert	Admin. Review Officer – Grimes
1/04/06	Myra Edwards	Rehab Supervisor – Tucker
1/15/06	Myrtle Roberts	Building Sergeant – Wrightsville
1/15/06	Kimberly Lum	Lieutenant – Delta
1/15/06	Leshunda Patterson	Sergeant – Pine Bluff
1/16/06	Danny Heflin	Sergeant – Diagnostic
1/16/06	Darrell McHenry	Accounting Tech I – Accounting
1/16/06	Michelle Jones	Secretary II – Central Records
1/18/06	Patricia Turensky	Sergeant – McPherson
1/23/06	Michael Bolen	Sergeant – Transportation
1/25/06	Linda Dykes	Sergeant – McPherson
1/29/06	Michael Morrow	Sergeant – Ouachita
1/29/06	Michelle Ribble	Accounting Tech I – Ouachita
1/29/06	Barbara Smith	Lieutenant – JCJ/CF
1/29/06	Timothy Watson	Sergeant – Ouachita
1/30/06	Monica McFalls	Purchasing Agent II – Purchasing
1/30/06	Leslie Zomant	Lieutenant – McPherson
1/30/06	Lori Tacker	Correctional Counselor – McPherson

New Hires

1/03/06	Paula Greene	Corrections Counselor – Ouachita
1/03/06	Cori Klein	Document Examiner I – North Central
1/03/06	Debra Brown	Document Examiner I – North Central
1/03/06	April Peacock	Document Examiner I – Tucker
1/09/06	Linda Blocker	Social Worker II – Ouachita
1/09/06	Sharon Trout	Psychologist – Wrightsville
1/09/06	Terry Hunter	Legal Secretary – Central Office
1/16/06	Jerry Davis	Industrial Supervisor – McPherson
1/15/06	Danny Norton	Unit Trainer – Wrightsville
1/17/06	Andrea Todd	Psychologist – Grimes
1/17/06	Dianne Jackson	Document Examiner I – Wrightsville
1/17/06	Hugh DelCamp	Chaplain – Varner
1/17/06	Johara Mayes	Secretary I – SOSRA
1/17/06	Leah Davis	Commissary Supervisor – Varner
1/17/06	Shamekia Perry	Secretary I – Varner
1/18/06	Mike Henley	Construction/Maint. Supervisor 1 – Construction
1/18/06	Benita Copeland	Document Examiner I – EARU
1/19/06	Carl Sullivan	Construction/Maint. Supervisor 1 – Construction
1/23/06	Dawn Chapman	Counselor – Ouachita
1/23/06	Michael Frisby	Unit Trainer – Delta
1/23/06	Charlotte Gardner	Public Health Investigator – Central Office
1/23/06	Ruth Ellen McCone	Accounting Tech – Cummins
1/24/06	Jerry Davis	Industrial Supervisor – McPherson
1/30/06	Darrel Brown	Counselor – Ouachita
1/30/06	Doris Holloway	Secretary I – North Central
1/30/06	Franklin Long	Sergeant – Cummins
1/31/06	Valinda Rollins	Substance Abuse Program Leader – Wrightsville
1/31/06	William Hunter	Maintenance Supervisor II – Construction



Classes added to 2006 schedule:

March

1-2	Introduction to Management	8 a.m.	TA
7	Interpersonal Communication	8 a.m.	TA
16	Grievance Prevention/Handling	8 a.m.	HR
17	Sexual Harassment/Misconduct	8 a.m.	TA
20	Fair Labor Standards Act	8 a.m.	HR
21-22	Management Effectiveness	8 a.m.	TA
23	Race Relations/Cultural Diversity	8 a.m.	HR
23	Performance Evaluation	12:30 p.m.	HR
24	Structured Interviewing	8 a.m.	HR
27	Administering Discipline	8 a.m.	TA
27	Performance Evaluation	12:30 p.m.	TA

May

22	Grievance Prevention & Handling	9 a.m.	East Arkansas
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Be sure to check out the classes added to 2006 Schedule above

"The desire of knowledge, like the thirst for riches, increases ever with the acquisition of it."

—Laurence Sterne,
novelist and clergyman

MARCH TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Change Changes You	8 a.m.	4 hrs.	TA
1-3	Advanced Bloodstain Pattern Analysis	8:30 a.m.	21 hrs.	LR (CJI)
2	Administering Discipline	8 a.m.	4 hrs.	TA
2	Performance Evaluation	12:30 p.m.	4 hrs.	TA
2	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
2-3	The Human Element	8:30 a.m.	14 hrs.	LR
3	Intro. to Computers & Basic Internet Nav.	8 a.m.	4 hrs.	HR Lab
3	Structured Interviewing	8 a.m.	4 hrs.	HR
6	Racial Profiling	8 a.m.	4 hrs.	TA
6-7	Using Microsoft Word	8:30 a.m.	14 hrs.	LR (CJI)
7	Inmate Grievances	8 a.m.	4 hrs.	HR
8-9	Managing Informants & Coop. Witnesses	8:30 a.m.	7 hrs.	Texarkana PD (CJI)
13	Interpersonal Communication	8 a.m.	8 hrs.	TA
14	Field Training Officer	8 a.m.	8 hrs.	TA
14	Adult CPR & AED	8 a.m.	4 hrs.	TA
14	Anger Management/Conflict Resolution	8 a.m.	4 hrs.	TA
14-15	Death Investigation for Law Enf. & Coroners	8:30 a.m.	14 hrs.	U of A Monticello (CJI)
15-16	Management Effectiveness	8 a.m.	16 hrs.	TA
15-16	Introduction to Computers	8:30 a.m.	14 hrs.	LR (CJI)
16	Civil Liability for Law Enforcement	9 a.m.	6 hrs.	LR (CJI)
20-24	Horse Training Class	8 a.m.	40 hrs.	Wrightsville
21	Internet Researching & E-mail	8:30 a.m.	7 hrs.	Little Rock (CJI)
23	Leadership, Security & Body Language	8 a.m.	4 hrs.	TA
27-31	New Riders Class	8 a.m.	40 hrs.	Cummins
27-31	Crisis Negotiations	8:30 a.m.	40 hrs.	LR (CJI)
28-30	Basic Crime Scene Processing	8:30 a.m.	21 hrs.	Ft. Smith (CJI)
28-29	Introduction to Management	8 a.m.	16 hrs.	TA
30	Sexual Harassment/Misconduct	8 a.m.	5 hrs.	TA

APRIL TRAINING SCHEDULE

Date	Title	Time	Length	Location
3-4	Management Effectiveness Training	8 a.m.	16 hrs.	TA
3-5	Basic Spanish for Law Enforcement	8:30 a.m.	21 hrs.	Texarkana P.D. (CJI)
4	Administering Discipline	8 a.m.	4 hrs.	TA
4	Performance Evaluation	12:30 p.m.	4 hrs.	TA
5	Field Training Officer	8 a.m.	8 hrs.	TA
5	7 Cs of Leadership	8 a.m.	4 hrs.	TA
6	Adult CPR & AED	8 a.m.	8 hrs.	TA
6	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
10	Racial Profiling	8 a.m.	4 hrs.	TA
10-14	New Riders Class	8 a.m.	40 hrs.	Wrightsville
11-13	Latent Prints	8:30 a.m.	21 hrs.	U of A Monticello
12	Leadership Values in Law Enforcement	9 a.m.	6 hrs.	Forth Smith P.D.
12-13	Using Microsoft Word	8:30 p.m.	14 hrs.	LR (CJI)
13	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
17	The Phenomenal Woman Seminar	8 a.m.	8 hrs.	HR
18	Sexual Harassment/Sexual Miscond.	8 a.m.	5 hrs.	TA
18	Basic Horsemanship	8 a.m.	8 hrs.	Delta Regional
19	Becoming a Person of Influence	8 a.m.	4 hrs.	TA
20	Basic Horsemanship	8 a.m.	8 hrs.	Cummins
19-20	Using Microsoft Excel	8:30 a.m.	14 hrs.	LR (CJI)
20	Inmate Profiles	8 a.m.	4 hrs.	TA
20	Basic Horsemanship	8 a.m.	8 hrs.	Varner
20	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR
24-25	Conflict Resolution for Supervisors	8:30 a.m.	14 hrs.	LR
24-25	Tactical Officer Survival School	8 a.m.	16 hrs.	TA
24	Interpersonal Communication	8 a.m.	8 hrs.	TA
24-28	Command Officer School	8 a.m.	40 hrs.	TA
25-27	Using Microsoft Access	8:30 a.m.	21 hrs.	LR (CJI)
25	Basic Horsemanship	8 a.m.	8 hrs.	East Arkansas
26	Basic Horsemanship	8 a.m.	8 hrs.	Tucker
26-27	Introduction to Management	8 a.m.	16 hrs.	TA
27	Basic Horsemanship	8 a.m.	8 hrs.	Maximum Security
28	Courtroom Testimony	9 a.m.	6 hrs.	Nashville P.D. (CJI)

MAY TRAINING SCHEDULE*denotes Regional
Training at EARU

Date	Title	Time	Length	Location
1-2	Management Effectiveness Training	8 a.m.	16 hrs.	TA
2-3	Principles of Supervision	8:30 a.m.	14 hrs.	LR (CJI)
2-3	Crime Scene Digital Photography & Imaging	8:30 a.m.	28 hrs.	LR (CJI)
3	Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	TA
3	Structured Interviewing	8 a.m.	4 hrs.	HR
3	Change Changes You	8 a.m.	4 hrs.	TA
4	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
4	Administering Discipline	8 a.m.	4 hrs.	TA
4	Performance Evaluation	12:30 p.m.	4 hrs.	TA
5	Intro. to Computers & Basic Internet Nav.	8 a.m.	4 hrs.	HR Lab
8	Field Training Officer	8 a.m.	8 hrs.	TA
8-12	Correctional Security for Non-Security	8 a.m.	40 hrs.	TA
9	Basic Horsemanship	8 a.m.	8 hrs.	Grimes
10	Hazmat Awareness	8 a.m.	8 hrs.	TA
10	Basic Microsoft Excel	8 a.m.	4 hrs.	HR Lab
10	Basic Horsemanship	8 a.m.	8 hrs.	NCU
11	Basic Terrorism Awareness & Explos. Response	8 a.m.	6 hrs.	TA
11	Grievance Prevention & Handling	8 a.m.	5 hrs.	TA
12	Incident Response to Terrorist Bombing	8 a.m.	4 hrs.	TA
15	Racial Profiling	8 a.m.	4 hrs.	TA
15	*Administering Discipline	8 a.m.	16 hrs.	EARU
15	*Performance Evaluation	12:30 p.m.	4 hrs.	EARU
16	*Interpersonal Communication	8 a.m.	8 hrs.	EARU
16	Anger Management/Conflict Resolution	8 a.m.	4 hrs.	TA
16	Basic Horsemanship	8 a.m.	8 hrs.	ORU/Benton
17	Verbal Fitness for Law Enforcement	9 a.m.	6 hrs.	Harrison P.D. (CJI)
17	Basic Horsemanship	8 a.m.	8 hrs.	Pine Bluff
17-18	*Management Effectiveness	8 a.m.	16 hrs.	EARU
19	*Sexual Harassment/Sexual Misconduct	8 a.m.	5 hrs.	EARU
22	*Grievance Prevention and Handling	8 a.m.	5 hrs.	EARU
22-26	New Riders Class	8 a.m.	40 hrs.	Wrightsville
23	*Fair Labor Standards Act	8 a.m.	4 hrs.	EARU
23-24	Introduction to Management	8 a.m.	16 hrs.	TA
24	*Field Training Officer	8 a.m.	8 hrs.	EARU
24-25	Using Microsoft PowerPoint	8:30 a.m.	14 hrs.	LR (CJI)
24-25	Emergency Preparedness Training	8 a.m.	16 hrs.	TA
25	*Adult CPR & AED	8 a.m.	8 hrs.	EARU
25	Roadmap for Success	8 a.m.	8 hrs.	TA
31	17 Laws of Leadership	8 a.m.	4 hrs.	TA

OPEN ENROLLMENT (Year round)

- **AWIN Radio Training** — As scheduled by your Unit Trainer
- **Advanced Drivers Techniques** — As scheduled by your Unit Trainer
- **Internet-Based e-Learning Classes.**

Classes provided by National Institute of Corrections
Contact your unit trainer for information

The following **open enrollment, Inter-Agency classes** are offered in Little Rock.
They vary in length.

Who Moved My Cheese (Little Rock)
Emotional Intelligence
FISH
Dealing with Difficult People
Conducting Effective Meetings
Defensive Driving
Train the Trainer
CPR
Presenting Testimony
Basic First AID
Workplace Diversity

**ADC
CALENDAR****March 2006**

- 17 St. Patrick's Day
20 Spring begins
20-24 Southern States
Manhunt Field Trials,
Camp Robinson in
North LR

**April 2006**

- 2 Daylight Saving Time
begins
9 Palm Sunday
14 Good Friday
16 Easter
26 Administrative
Professionals Day

**May 2006**

- 1-5 Correctional
Officers' Week
5 Cinco de Mayo
14 Mother's Day

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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